In light of the current public health crisis and the Federal, State and County Emergency Declarations, and in accord with the provisions of Sec. 610.020, RSMo., the Board of Aldermen recognizes that it would be dangerous and impractical, if not impossible, for its meeting to be physically accessible to the public. The Board also recognizes the need for the public's business to be attended to in order to protect the public health, safety and welfare. In order to balance both the need for continuity of government and protection of the health and safety of our residents, business persons and employees, this meeting of the Community Equity Commission will not be open to public attendance in person. The meeting will be accessible by the public in real time ONLY by following the instructions in the box below.

You are invited to a Zoom webinar.
When: June 10, 2021 05:30 PM Central Time (US and Canada)
Topic: Community Equity Commission

Please click the link below to join the webinar:
https://us02web.zoom.us/j/84731880400

Or One tap mobile :
    US: +19292056099,,84731880400# or +13017158592,,84731880400#
Or Telephone:
    Dial(for higher quality, dial a number based on your current location):
        US: +1 929 205 6099 or +1 301 715 8592 or +1 312 626 6799 or +1 669 900 6833 or +1 253 215 8782 or +1 346 248 7799
Webinar ID: 847 3188 0400
    International numbers available: https://us02web.zoom.us/u/kds3UYDFzq

Persons interested in making their views known on any matter on the agenda should send an email with their comments to the Assistant to the City Manager at amuskopf@claytonmo.gov. All comments received will be distributed to the entire Commission before the meeting.

Thank you for your understanding and patience as we all try to get through these difficult and dangerous times.

Community Equity Commission
June 10, 2021 at 5:30 PM

Agenda

1. Welcome and Roll Call
2. Approval of May 13, 2021 Minutes
3. Commission Processes – Subcommittees, Topics, etc.
4. Citizen Survey Results
5. Update on Education of Unwarranted Suspicious Calls
6. Old Business
   a. Public Comments from May 13, 2021 Meeting
   b. Mayor's Commemorative Landscape Task Force Update
7. Public Comment
8. Comments from Members
9. Next Meeting: Thursday, July 8 at 5:30 pm
10. Adjourn

The City of Clayton

Community Equity Commission

Virtual Zoom Meeting

May 13, 2021 at 5:30 PM

Minutes

The meeting was called to order at 5:32 pm.

Roll Call
Present: Laura Horwitz (Chair), Chris Schmiz, Yvonne Tisdel, Ben Uchitelle, Frances Pires, Stuart Berkowitz, Ted Wheeler, Dr. Sean Doherty (ex officio), and JoAnna Schooler (ex officio).

Additional: Sarah Umlauf, Executive Director of the Saint Louis Art Fair, Alderwoman Susan Buse, City Manager David Gipson, and Assistant to the City Manager Andrea Muskopf

Minutes
Ben Uchitelle moved to approve the April 8, 2021 minutes. Yvonne Tisdel seconded the motion. All were in favor.

St. Louis Art Fair Presentation
Sarah Umlauf, Executive Director of the Saint Louis Art Fair, presented information about the Saint Louis Art Fair event and well as the artist selection process. to the Commission.

Equity Audit
City Manager Gipson presented information about the City's Equity Audit.

Purchasing
City Manager Gipson presented information about purchasing for City operations.

Old Business
  Public Comments from April 8, 2021
  City Manager Gipson reviewed the public comments from the March 11, 2021 meeting.

  Mayor's Commemorative Landscape Task Force (Task Force)
  Due to time limitations, no update was provided; however, if there is an update, an email update will be sent to the Commission.

  Subcommittee Reports
  Law Enforcement/Municipal Court Subcommittee
  The recommendations by the Subcommittee were included in the agenda packet. Stuart Berkowitz offered to answer any questions. Ben Uchitelle moved to forward the recommendations to the Board of Aldermen for consideration. Chris Schmiz seconded the motion. All were in favor.

  Communications Subcommittee
  The presentation regarding Neighborhood Watch signage was included in the packet. Chris Schmiz provided a brief background and offered to answer any questions. Chris Schmiz

moved to forward the recommendation to the Board of Aldermen for consideration. Ben Uchitelle seconded the motion. All were in favor.

Public Comment
Rick Bliss inquired about the recommendations from the Law Enforcement/Municipal Court Subcommittee, specifically the definition of the "desired equity qualifications" when referring to the selection of the municipal judge as well as the administration of the restorative justice recommendation to return fine monies to indigent defendants who are unable to meet requirements due to financial limitations.

Kathleen Gund inquired about the applicant vs. hiring rate statistics during the Equity Audit presentation.
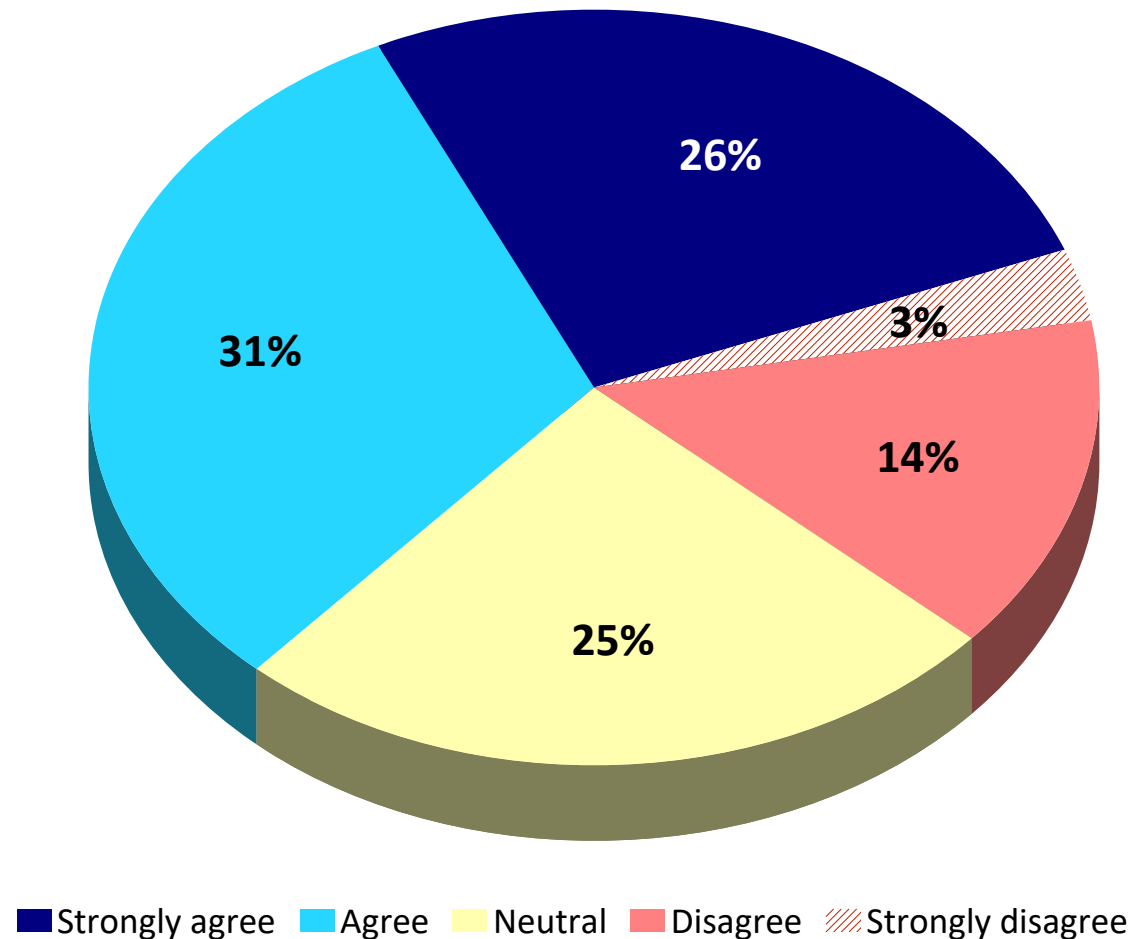
Next Meeting Date
The next meeting is scheduled for June 10 at 7:00 pm.

Adjourn
Having no other business, the meeting adjourned at 7:30 pm.

# Q28. Agreement That Clayton is a Community Where All People Feel Welcome, Regardless of Their Identity

by percentage of respondents (excluding "don't know")

Strongly agree ■ Agree ■ Neutral ■ Disagree ▨ Strongly disagree

Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

Q29. To what extent do you see the City of Clayton as a leader in terms of promoting diversity, equity, and inclusion?
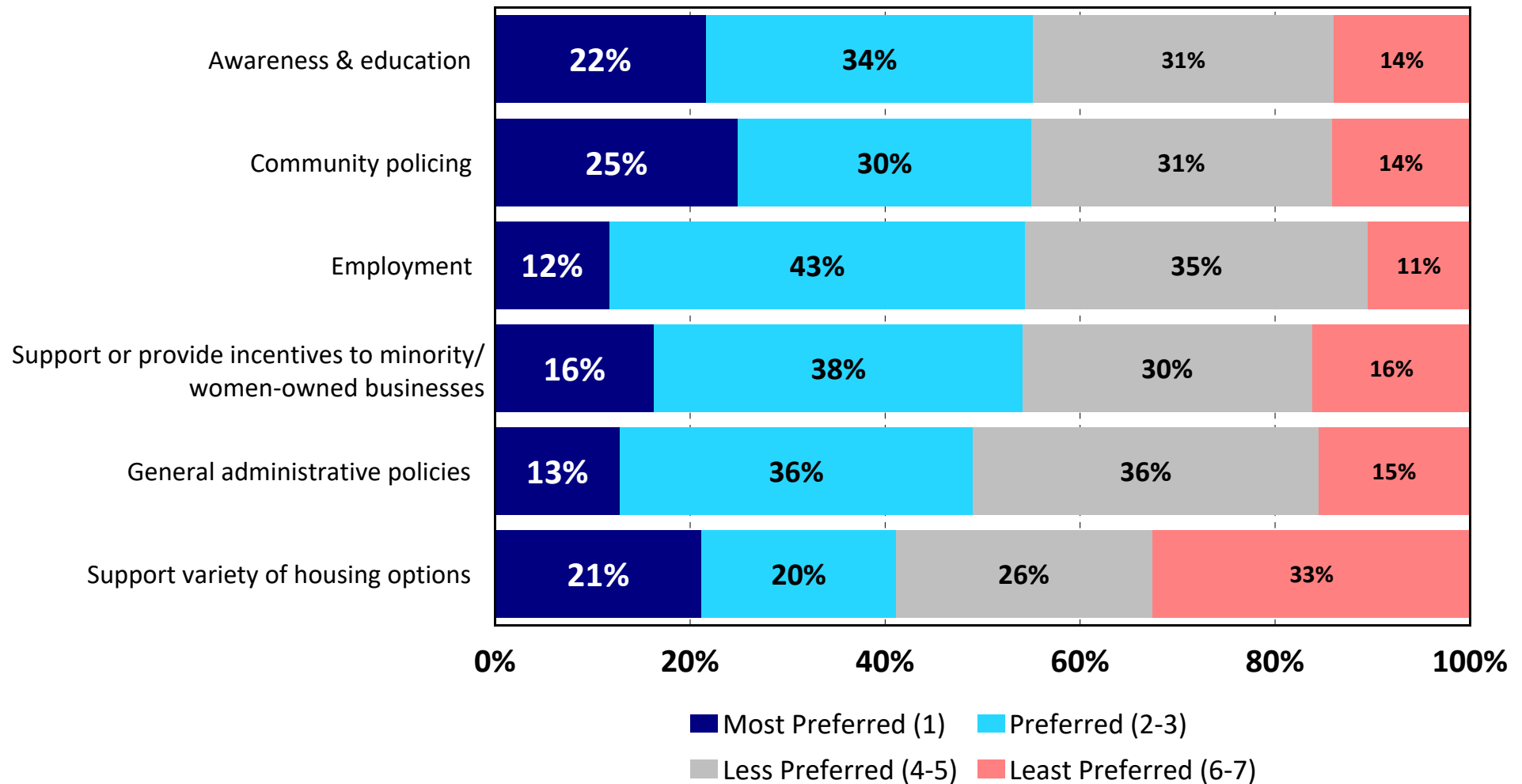
by percentage of respondents (excluding "don't know")

28%

22%

50%

■ Leading ■ Average ■ Lagging
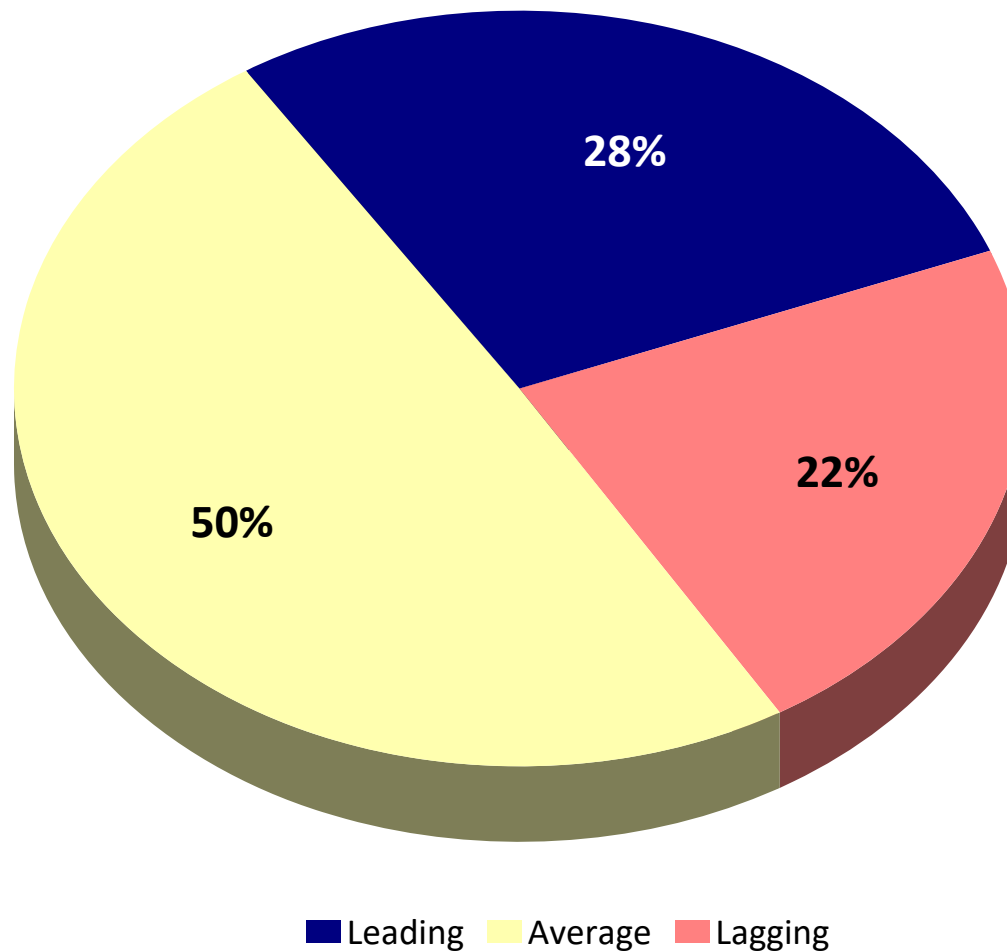
Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

# Q30. Priorities for Clayton to be a Community That Embraces and Promotes Matters of Equity, Diversity, and Inclusion

by percentage of respondents who rated the item as a 1 to 7 on a 7-point scale (excluding "not provided")

Category	Most Preferred (1)	Preferred (2-3)	Less Preferred (4-5)	Least Preferred (6-7)
Awareness & education	22%	34%	31%	14%
Community policing	25%	30%	31%	14%
Employment	12%	43%	35%	11%
Support or provide incentives to minority/women-owned businesses	16%	38%	30%	16%
General administrative policies	13%	36%	36%	15%
Support variety of housing options	21%	20%	26%	33%

Legend: Most Preferred (1), Preferred (2-3), Less Preferred (4-5), Least Preferred (6-7)

Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

Q32. Demographics: How long have you been a resident of Clayton?

by percentage of respondents

Legend: 5 years or less | 6-10 years | 11-20 years | More than 20 years | Not provided
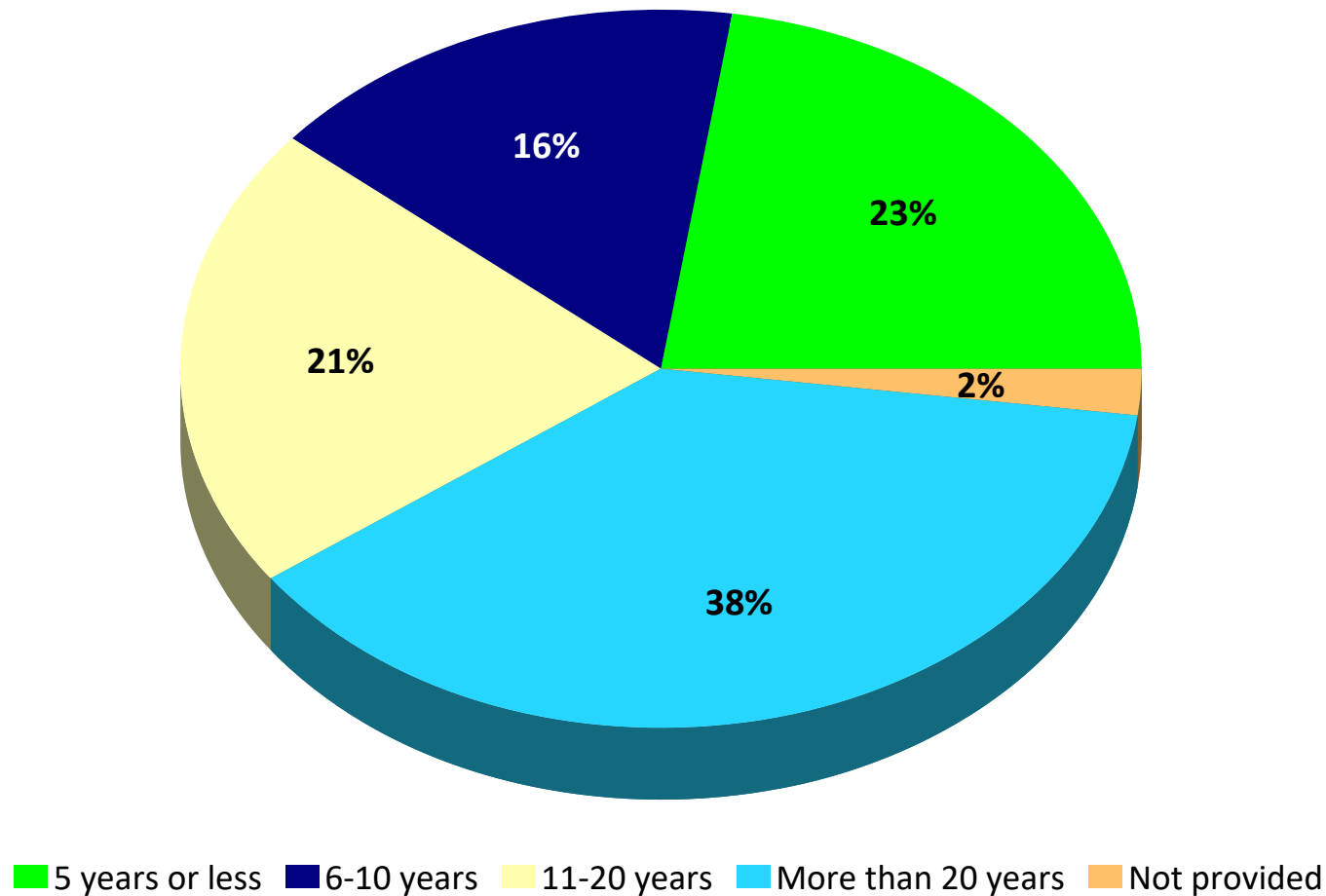
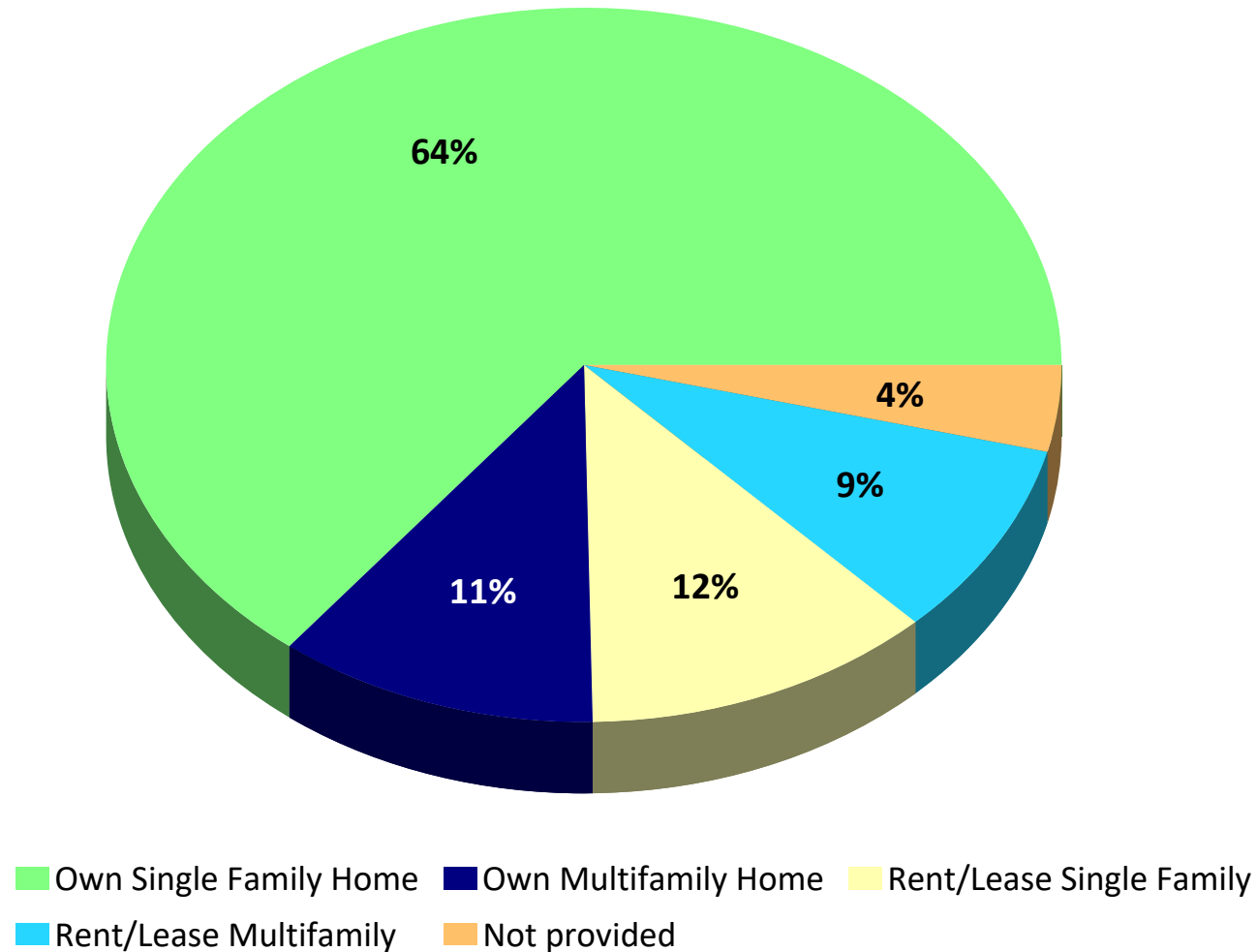Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

Q33. Demographics: Which of the following best describes your household?

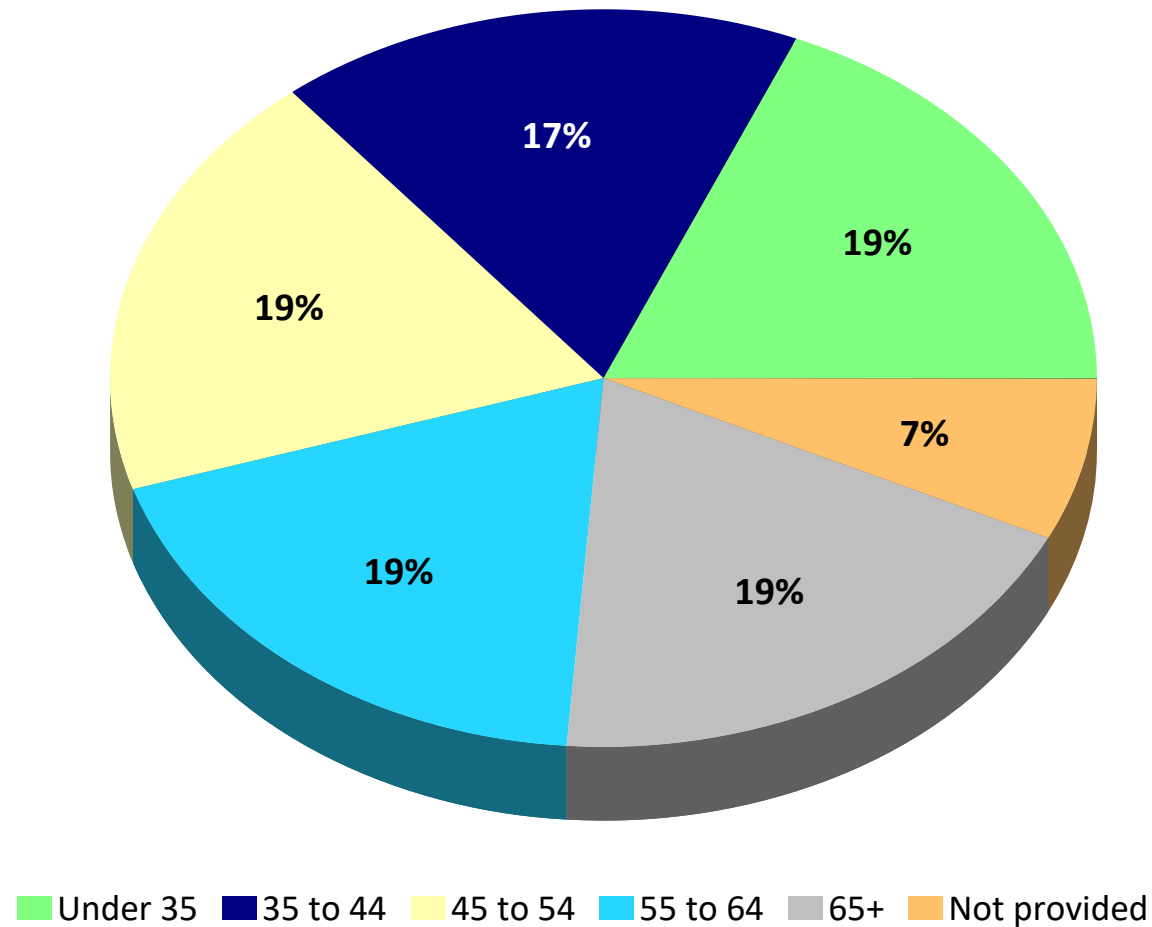by percentage of respondents

64%

4%

9%

11%

12%

■ Own Single Family Home　■ Own Multifamily Home　□ Rent/Lease Single Family

■ Rent/Lease Multifamily　■ Not provided

Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

Q34. Demographics: Age of Respondents

by percentage of respondents

Under 35   35 to 44   45 to 54   55 to 64   65+   Not provided

Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

Q35. Demographics: Ages of Household Occupants

by percentage of persons in households
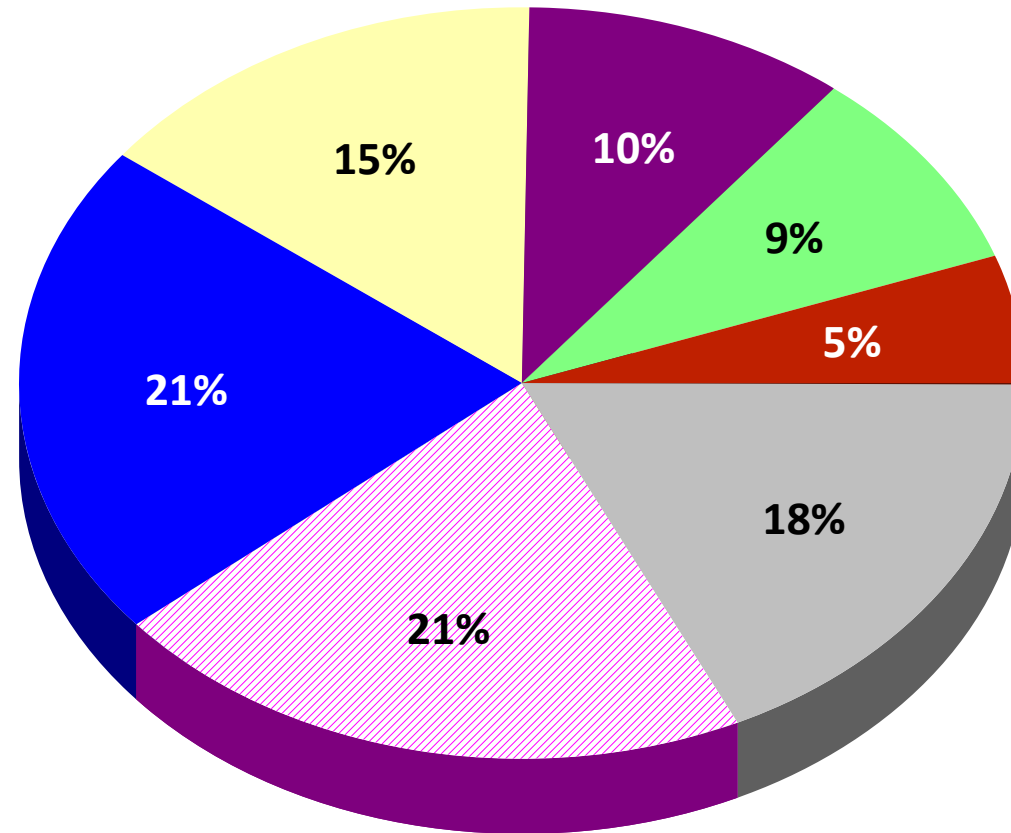

Legend:
- Under age 5
- Ages 5-9
- Ages 10-14
- Ages 15-19
- Ages 20-24
- Ages 25-34
- Ages 35-44
- Ages 45-54
- Ages 55-64
- Ages 65-74
- Ages 75+
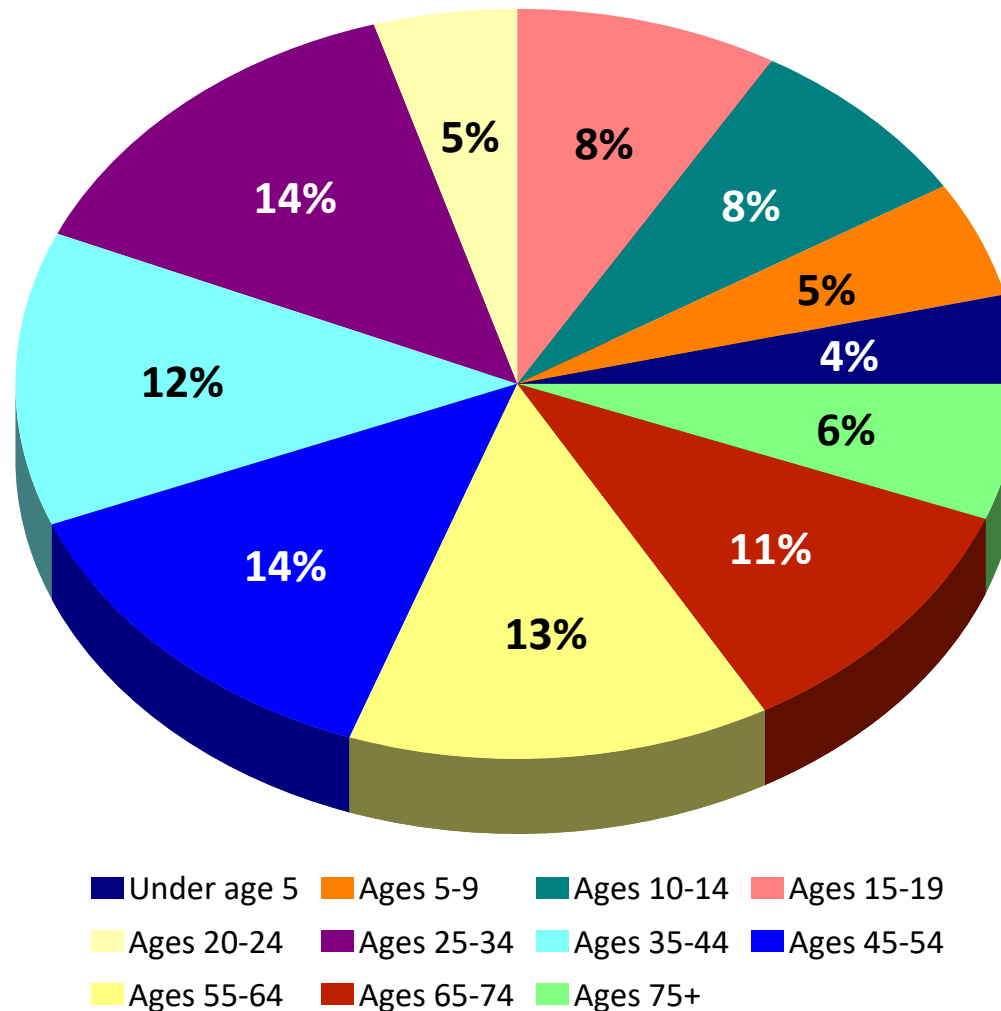
Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

Q36. Demographics: Household Income

by percentage of respondents

Legend:
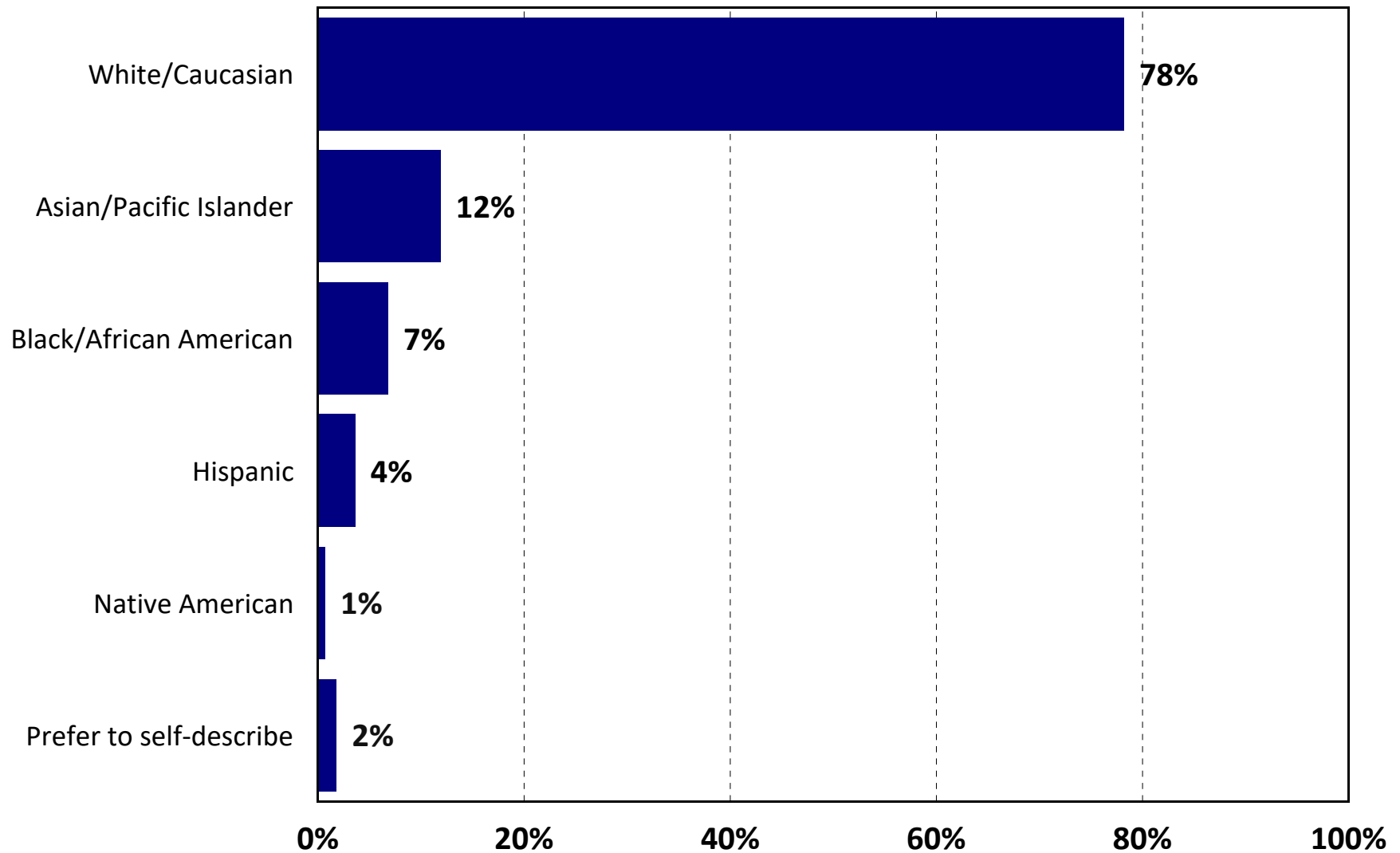- Under $30,000
- $30,000-$59,999
- $60,000-$99,999
- $100,000-$149,999
- $150,000-$199,999
- Over $200,000
- Not provided

Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

Q37. Demographics: Race/Ethnicity

by percentage of respondents (<u>multiple selections could be made</u>)

Race/Ethnicity	Percentage
White/Caucasian	78%
Asian/Pacific Islander	12%
Black/African American	7%
Hispanic	4%
Native American	1%
Prefer to self-describe	2%

Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

Q38. Demographics: Gender

by percentage of respondents
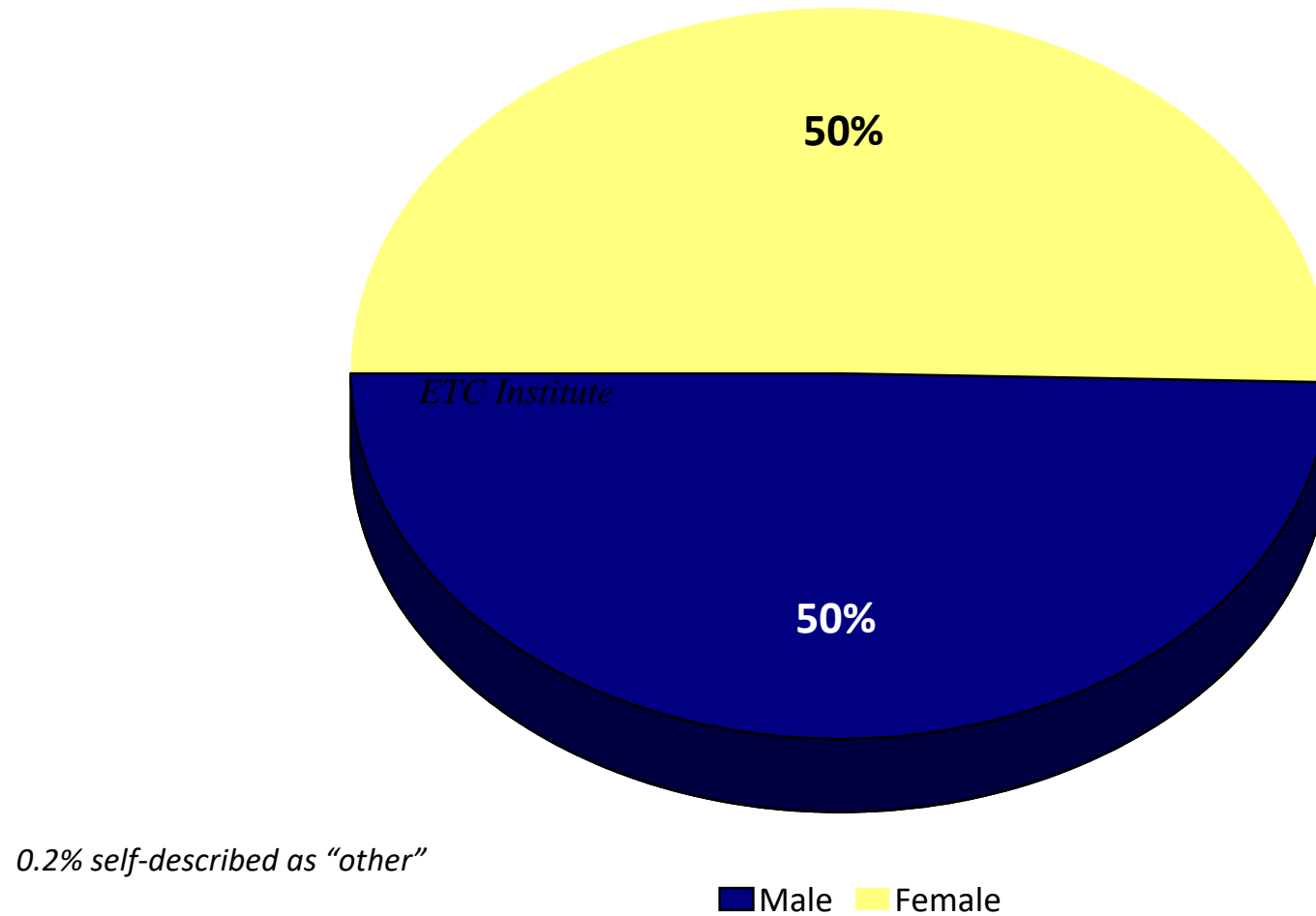
50%

ETC Institute

50%

0.2% self-described as "other"

■ Male   ■ Female

Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

Q3. Perceptions of the Community: Please rate each of the following.

(N=444)

	Excellent	Good	Neutral	Below average	Poor	Don't know
Q3-1. Overall image of City	56.1%	37.6%	2.3%	0.9%	0.5%	2.7%
Q3-2. Acceptance of diverse populations	21.4%	31.5%	23.9%	14.9%	2.9%	5.4%
Q3-3. Overall quality of life in City	56.1%	37.8%	2.7%	0.9%	0.0%	2.5%
Q3-4. Overall feeling of safety in City	44.8%	43.7%	7.0%	2.0%	0.5%	2.0%
Q3-5. How well City is planning & managing redevelopment	11.9%	34.2%	27.3%	10.6%	7.0%	9.0%
Q3-6. Quality of new residential development in City	18.5%	34.2%	23.2%	9.7%	2.0%	12.4%
Q3-7. Quality of new commercial development in City	18.5%	32.7%	25.0%	8.8%	3.8%	11.3%
Q3-8. Quality of plan review & permitting services	7.9%	27.9%	23.4%	8.1%	4.3%	28.4%
Q3-9. Overall cleanliness of City	38.7%	48.6%	7.4%	2.3%	0.7%	2.3%
Q3-10. Quality of special events & cultural opportunities	24.1%	45.0%	17.3%	3.4%	0.2%	9.9%
Q3-11. Quantity of special events & cultural opportunities	19.1%	41.4%	22.1%	6.3%	0.7%	10.4%
Q3-12. Recreational opportunities in City	34.2%	45.0%	12.6%	3.2%	0.2%	4.7%
Q3-13. Treatment/fairness of City's municipal court	7.9%	11.5%	16.7%	1.1%	0.5%	62.4%
Q3-14. City's efforts to be transparent	14.4%	31.1%	23.0%	6.8%	2.0%	22.7%
Q3-15. City's efforts to support diversity, equity & inclusion	14.9%	24.1%	23.9%	12.2%	3.4%	21.6%
Q3-16. City's efforts to support sustainable practices	15.1%	29.7%	23.0%	5.9%	1.6%	24.8%
Q3-17. City's efforts to promote small & locally owned businesses	17.3%	30.9%	21.2%	9.7%	2.7%	18.2%

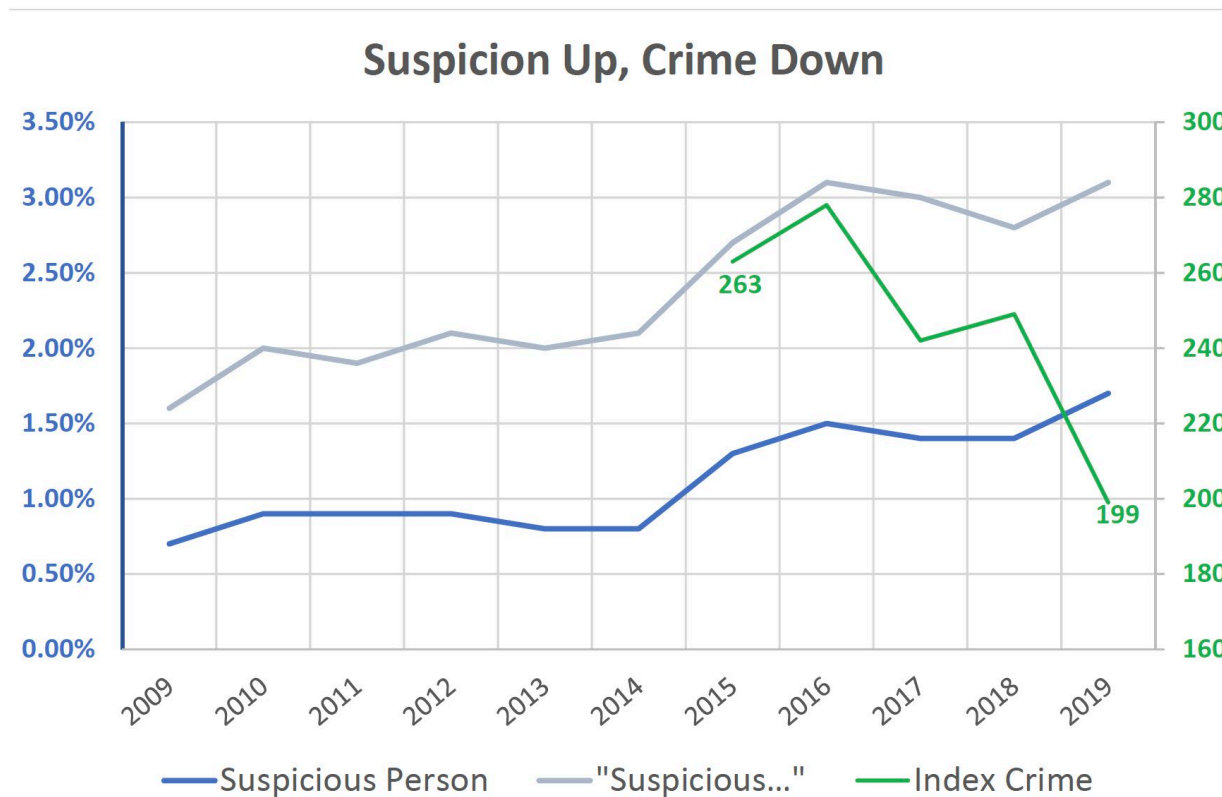# Curbing Unwarranted Suspicion in Clayton

Clayton Community Equity Commission Discussion

June 10, 2021

Suspicion is inverse to crime in Clayton*

Suspicion Up, Crime Down

- Suspicious Person
- "Suspicious..."
- Index Crime

There is a definite racial disparity in unwarranted suspicious calls

▶ 48% of calls involved a subject described by the caller as Black, as against 23% for whites and 24% for race unknown.

▶ The disparity index is 1.54, meaning African-Americans are over-represented even after accounting for regional population effects and known differences in local rates of criminal justice involvement.

▶ These patterns of disparity cannot be attributed to officer bias because they occur upstream of police department. In fact, surveys of CPD confirms that 67% of officers believe that race is the factor most often implicated in undue suspicion.

▶ Said simply, the bias in these calls comes from our citizens, not the police.

Suspicion is born of fear, not facts -- in Clayton and the U.S.

- According to the FBI and the Bureau of Justice Statistics (BJS), both violent and property crime have declined dramatically since the early 1990s.

- In fact, between 1993 & 2018 the rate of violent crime in the U.S. dropped by 51% and property crime by 54%.

- Yet in 20 of 24 Gallup surveys since 1993, at least 60% of U. S. adults have said there is more crime nationally that the year before.

- Social media undoubtedly plays a role. Apps like NextDoor feed into existing biases and tend to exacerbate the problem.

Confronting Bias

Business Community

Curbside Conversations with the Chamber